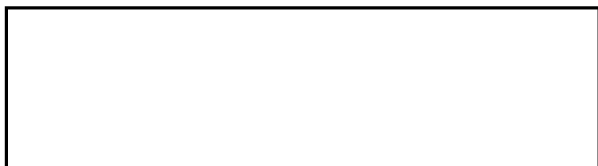


NFAC #5592/80

CENTRAL INTELLIGENCE AGENCY
WASHINGTON, D.C. 20505

August 8, 1980

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Now for your student, [redacted] I'd be happy to place his name in the recruitment mill. But I honestly doubt there'd be much point in doing so just now. One reason is the sheer numbers involved. The Agency had 104,000 employment "contacts" during the last fiscal year, about half that many formal applications, 16,000 odd applicants were actually interviewed, and only a few hundred were eventually hired. Furthermore, of all these figures roughly 90% were professionals academically or technically. In fact, the quality of applications has risen substantially, presumably because of the comparative dearth of employment opportunities in academia and elsewhere. Consequently, a large proportion of the applicants are currently highly qualified.

In my experience and observation, the most promising route by which employment in the Agency may be obtained begins with the applicant's specific qualifications, usually beyond his higher education, as evidenced by travel, experience, publications, or other concrete indications. If these are brought to the attention of an administrator on the inside who needs them and if he (or she) likes what is known about the applicant -- for which purpose a visit and interviews are usually necessary -- the applicant has made it to first base. Because of his legal training, his summertime experience as a legal intern, and his interest in intelligence, it is possible our General Counsel's Office will be interested in [redacted] after he completes his work [redacted]. His general interest in Germany, I regret to say, would not get him to first base. If he wants to follow that line he'd be well advised to wait until he has visited Germany and then done something about it -- publications, or reports -- something to indicate that he possesses knowledge or talents the Agency lacks, or of which it has an insufficient supply.

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STAT The Agency's institutional preference is for applicants with two years of experience after the first graduate degree. My observation is that at least that much is necessary. In general, then, my advice to [] would be to wait until he has more to offer in the way of experience and other evidence of his qualifications (in addition to his law degree). He should also already have employment -- a most important consideration unless he is independently well off because the interval from application to final EOD (entry on duty) can easily run to six months or more. Having met those requirements, if he is still interested in employment by the Agency, he should then submit his application. He doesn't have to have an inside contact or contacts, that will come if he has qualifications someone in the Agency feels a need for.

I have just said all this to [] Seems I caught him a half-hour before he was scheduled to leave for the weekend. He was grateful, said he mostly wanted to talk to someone who could tell him about how applications work, and added that he thought after two or three years (and the steps I recommended) he would still be interested in employment by the Agency.

Shall I be seeing you here at the APSA meeting later this month? I hope so.

All the best,

[]

Coordinator for Academic Relations
National Foreign Assessment Center

5592 #5592/80

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(8 August 1980)